

**REGULAR MEETING  
GOVERNMENTAL AFFAIRS COMMITTEE  
DECEMBER 13, 2006 – 8:30 A.M.  
TRIBAL OFFICE BOARDROOM**

**1. Call to Order& Roll Call:** Call to Order by Chairperson AnnMarie Johnson at 8:43a.m. Roll Call was taken with a quorum present. Members present: Laurie Boivin, Jeremy Weso, Kathy Kaquatosh and Ben Kaquatosh. Members absent: Neil Elgin and Jamie Loudbear-Wayka. Also present: Rita Keshena and Staci O'Kimosh.

**2. Moment of Silence:** A moment of silence was observed.

**3. Personnel Policies and Procedure: Final Review and Recommendations-**

The Committee reviewed the final copy page by page to confirm that this document is ready for Legislative approval. Jeremy Weso-Tribal Administrator informed the Committee that he gathered most of the definitions and common terms and made them uniform and consistent throughout the document. Working with MIS; the document was marked to find out what the Committee's final decisions would be for different sections. Following are the last few comments:

This document will mention forms but not make the forms part of the actual ordinance. The Human Resource Department should be allowed to change forms to meet contractual agreements or to update the forms (additions/deletions) on an as needed basis.

The Committee deleted all references to Step 88 and 99 employees as they can now be re-classified as "redline employees". The definition of redline employee will be added to this document and refers to employees that have reached the end of their steps within their grade level.

The Menominee Tribe has zero tolerance for drug use and there was no mention of this within the document. This has been added back into document.

A filed complaint with the Human Resource Department should be addressed within 10 working days but no later than 20 (twenty) working days.

A general statement was included that individual departments may develop computer use policies in accordance with contractual agreements.

The community education leave for 16 hours was added into the policies. The Committee also added to the holiday schedule employees birthday. This would only apply if the employee is scheduled to work Monday thru Friday and would only be computed at regular pay.

Blood relationships were discussed and to what degree bereavement pay would be paid. Blood relationship wording was changed to read extended biological family.

When certain departments need to close for the immediate health, welfare and safety of the employees; the Director would need to contact the Chairman or Acting Chairman for concurrence.

The wording that EAP would not be offered after the employee is notified of a random drug test would not be offered will be put into bold print. If a person enters the EAP program on a voluntary basis, the Director would not know unless the employee informed them. Most of the EAP placements are administrative so the Director would be aware of the placement.

Rita informed the Committee that Ordinance 95-04 still needs to be reviewed and had handed out questionnaires to get a more structured amendment process to the Government Plan.

The Committee will recess the meeting until Monday, December 18, 2006, at 8:30 am in the Tribal Office Boardroom.

Jeremy will get the finalized copy ready for the meeting that will go forward to the Legislature.

**MOTION MADE BY LAURIE BOIVIN/BEN KAQUATOSH TO  
RECESS THIS MEETING UNTIL MONDAY MORNING 8:30 AM IN  
THE TRIBAL OFFICE BOARDROOM.**

(Meeting in recess).

**RECESSED MEETING  
GOVERNMENTAL AFFAIRS COMMITTEE  
DECEMBER 18, 2006 - 8:30 A.M.  
COMMUNITY RESOURCE CENTER**

**1. Call to Order& Roll Call:** Call to Order by Chairperson AnnMarie Johnson at 8:39a.m. Roll Call was taken with a quorum present. Members present: Laurie Boivin, Jeremy Weso, Kathy Kaquatosh and Neil Elgin. Members absent: Ben Kaquatosh (excused) and Jamie Loudbear-Wayka. Also present: Rita Keshena and Roseanna Schanandore.

**2. Moment of Silence:** A moment of silence was observed.

**3. Personnel Policies and Procedures: Final Review and Recommendations-**

**MOTION MADE BY LAURIE BOIVIN TO APPROVE THE FINAL DRAFT OF THE POLICIES AND PROCEDURES AND SEND IT TO LEGAL FOR ORDINANCE FORMAT FOR FIRST CONSIDERATION AT THE NEXT LEGISLATURE MEETING. SECOND WAS BY KATHY KAQUATOSH. ALL THOSE IN FAVOR OF THE MOTION SIGNIFY BY SAYING AYE. MOTION CARRIED; 4 FOR, 0 OPPOSED, 0 ABSTENTIONS AND 2ABSENT (KAQUATOSH AND LOUDBEAR-WAYKA).**

**4. DEFAMATION, SLANDER AND LIBEL ORDINANCE:**

Laurie Boivin informed the Committee that she would not be able to support the draft in its present form. More work and research needs to be done.

Roseanna Schanandore informed the Committee that it is hard when people slander her family, especially when they speak ill of her grandmother.

Only the individual that is being defamed or slandered should be the one to bring up legal action. The ordinance would also need to state the filing fees within the ordinance. Definitions need to be added into the ordinance. The standard of conduct with examples also would need to be spelled out with limitations within the ordinance. A form will be developed in order for tribal members to fill out and members will be able to file this form in Tribal Courts.

A sub-committee has been formed to review the ordinance and will bring it back to the table.

**Motion made by Jeremy Weso to create a sub committee comprised of Laurie Boivin, AnnMarie Johnson and Jeremy Weso to develop the Defamation, Slander and Libel draft ordinance and to come back with a report and draft ordinance within thirty (30) days. Second was by Kathy Kaquatosh. All those in favor of the motion signify by saying aye. Motion carried: 3 for, 0 opposed, 0 abstentions and 2 absent (Kaquatosh and Loudbear-Wayka).**

## **5. Other Business:**

Rita Keshena informed the Committee that the Legal Services Department was directed to make amendments to Ordinance 82-10 and Ordinance 95-04 and forward these to the appropriate committee for legislative review. This will need to be discussed at the next meeting. Some of the topics are: Adding an audit committee; making MTL/MTE, MTL/Menominee County and MTL/MISD Task Forces each a standing committee; and changing committee structure to have two Legislatures sit on each committee.

There was a memo sent to the Legislature on the bid process and tribal preference. There is one part of the bid process that needs to be updated. If funds are all Tribal dollars, then we can use Ordinance 82-10. If there are outside funds used, then the Tribe needs to use Indian Preference.

**6. Adjournment:**

**Motion made by Jeremy Weso/Laurie Boivin to adjourn the meeting.**  
Meeting adjourned at 10:45 a.m.

Respectfully submitted by,

Linda Peters, Recorder  
Legislative Staff